

Liverpool John Moores University

Title: MANAGING PEOPLE
Status: Definitive
Code: **5312BUSBS** (122022)
Version Start Date: 01-08-2021

Owning School/Faculty: Business and Management
Teaching School/Faculty: Business and Management

Team	Leader
Helen Klepper	Y

Academic Level: FHEQ5 **Credit Value:** 20 **Total Delivered Hours:** 46
Total Learning Hours: 200 **Private Study:** 154

Delivery Options

Course typically offered: Semester 2

Component	Contact Hours
Lecture	11
Seminar	33

Grading Basis: 40 %

Assessment Details

Category	Short Description	Description	Weighting (%)	Exam Duration
Exam	EXAM	Exam essay responses to HR issues in a seen case study.	75	2
Report	REPORT	Personal development plan, reflective account and silver statement. 2500 words	25	

Aims

The module forms part of the BABS HRM route which aims to provide the knowledge requirements of the CIPD certificate HRM intermediate.

Learning Outcomes

After completing the module the student should be able to:

- 1 Evaluate the roles, relationships and models of delivery for efficient and effective HR managers and line managers in a range of contemporary business settings.
- 2 Analyse the impact of internal and external factors on HRM delivery.
- 3 Appraise best practice models in recruitment, selection, induction, performance management, reward and development.
- 4 Critically evaluate the contribution of hr strategic, policy and practice to business success.
- 5 Critically evaluate techniques used to construct, implement and review their own personal development plan, building competence as a "thinking performer"

Learning Outcomes of Assessments

The assessment item list is assessed via the learning outcomes listed:

EXAM	1	2	3	4	5
REPORT	1	5			

Outline Syllabus

History of HRM

Models of delivery

Best practice HRM-ACAS model

Recruitment

Selection

Induction

Performance management

Reward training and development engagement retention

The welfare worker

Business partner

Strategy, policy and practice

Diversity competence

Relationship with the line

Contribution to business success

Aligned HRM

A balanced scorecard evaluating HRM contribution CIPD associate behaviours the thinking performer.

Learning Activities

Lectures are used to disseminate theory and best practice in human resource management

One lecture per week "reflective practice" focuses on the role of the self-managing, efficient and effective HR practitioner and thinking Performer in relation to particular areas of HR practice. This lecture slot will often be used for guest speakers.

The other lecture "HR action" focuses on the area of practitioner intervention and disseminates best practice models of, for example, selection and performer with HR's contribution to business success.

The weekly 2 hour seminar allows rich discussion, group work, case studies, role play and application of theory to practice.

Notes

The module delivers specialist HRM content to BAB's students who may be aspiring line managers and/or HR managers. It considers the roles of line managers and HR managers in a range of organisations of different sizes and sectors.

The module will provide the knowledge requirements of the chartered institute of personnel and development certificate in HRM at intermediate standards and as part of the HRM route will equip students with the academic content required to achieve associate membership of CIPD.

The module is mapped against LJMU wow skills and graduate skills, is fully accessible through blackboard and supported by on line materials through recommended texts.